

Position Summary:

The NextGen Pastor is an integral part of the Senior Leadership Team at LifeSpring Church, tasked with overseeing and guiding the spiritual growth of all individuals involved in our NextGen ministries. This individual will directly lead the student ministry while providing strategic oversight to the children's and college ministry staff and volunteer teams. The NextGen Pastor will focus on developing student leaders, equipping volunteers, providing sound biblical teaching and fostering an environment where students can thrive in their faith. A key component of this role is partnering with parents to support them in their discipleship efforts and ensuring a smooth, integrated experience for families as their children transition through various ministry stages. The NextGen Pastor will direct and work alongside the other NextGen ministers to ensure our entire NextGen Ministry is a place where young people grow in their faith, parents feel supported and empowered, and God gets the glory. The ideal candidate will bring a vision for leadership development, an ability to collaborate across ministry areas, and a passion for engaging both students and families in the mission of the church.

Key Responsibilities:

1. Lead Student Ministry:

- Directly oversee and lead the student ministry (middle and high school), creating an environment that encourages spiritual growth, community, leadership development and outreach.
- Supervise and collaborate with middle school/NextGen worship coordinator
- Plan and execute engaging programs that address the needs of students, including weekly services, small groups, camps, and special events.
- Mentor and disciple students, guiding them toward a deeper relationship with Christ and equipping them to be life-long faithful followers of Jesus.
- Provide leadership development to students and volunteers.
- Develop strategies to effectively engage unchurched or new students and their families.

2. Oversee Children's Ministry:

- Provide oversight and guidance to the Children's Ministry team, ensuring that age-appropriate, biblically grounded programming is available for children from birth through elementary.
- Ensure that children's ministry staff and volunteers are equipped, trained, and supported to foster a safe, welcoming, and spiritually enriching environment for children and families.
- Work with the Children's Ministry team to create a seamless transition for children as they move into the student ministry.

3. Oversee Young Adult Ministry:

- Oversee the Young Adult Ministry team, assisting them in creating opportunities for growth, community, and service within the church and beyond.
- Ensure that young adult ministry programs are relevant, engaging, and effectively meet the needs of young adults navigating the transition from adolescence to adulthood.
- Foster leadership development among young adults, preparing them for active involvement in the life of the church, the workplace and the community.

4. Staff Development & Leadership:

- Lead, mentor, and develop the NextGen staff including lay leaders.
- Conduct regular team meetings, providing vision, guidance, and support to ensure staff are aligned with the overall goals of the LifeSpring Church and NextGen ministry.
- Assist in the recruiting, training, and development of volunteer leaders to serve in all NextGen ministry areas.
- Provide ongoing feedback and evaluation of ministry effectiveness and team performance to Lead Pastor and Senior Leadership Team.

5. Collaboration Across Ministries:

- Ensure that the student, children's, and young adult ministries are working in alignment, creating a unified experience for families as they transition through different stages of life.
- Foster cross-generational connections and collaboration, allowing students to serve alongside children and young adults, and vice versa.

6. Vision and Strategy:

- Work with the Lead Pastor and the Senior Leadership team to develop and implement a clear vision and strategy for NextGen ministries that align with the church's overall mission.
- Stay current on trends and issues facing students, children, and young adults, using this knowledge to adapt ministry strategies and provide relevant and engaging teaching.
- Regularly assess the effectiveness of NextGen programs, making adjustments as needed to meet the changing needs of the congregation and community.

7. Family and Community Engagement:

- Partner with parents and families, providing them with tools, resources, and encouragement as they disciple their children and students at home.
- Create opportunities for students and their families to connect through events and various activities.
- Engage with and be active in the local community to attract new students and young adults into church life.

8. Administrative & Budgetary Duties:

- Manage the budget for all NextGen ministries, ensuring efficient and effective use of resources.
- Coordinate logistics for events, including volunteer scheduling, curriculum preparation, and event planning.
- Maintain clear and consistent communication with church leadership regarding goals, progress, and challenges.

Qualifications:

• Spiritual Maturity:

- A deep personal relationship with Jesus Christ and a passion for discipling the next generation.
- In alignment with the Baptist Faith and Message 2000

• Education and Experience:

- A Bachelor's degree (Master's degree preferred).
- At least 6 years of experience in student ministry or a related leadership role.

• Leadership Skills: Strong leadership abilities, with experience in managing and developing teams of staff and volunteers.

• Communication Skills: Excellent communication skills, both written and verbal, with the ability to connect with a variety of age groups, parents, and volunteers.

• Organizational Skills: Strong organizational skills and the ability to balance multiple projects, deadlines, and responsibilities.

• Relational Skills: Ability to build meaningful relationships with students, families, and ministry leaders.

Personal Attributes:

- Passionate about investing in the next generation and empowering them to grow in their faith.
 - A collaborative leader who values teamwork and has a heart for serving others.
 - Creative, flexible, and willing to adapt strategies to meet the evolving needs of young people.
 - Strong sense of calling to NextGen ministries and a desire to impact the church and community for the Kingdom of God.
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Why Join LifeSpring Church?

At LifeSpring Church, we believe God has given us incredible potential to reach people far from Him—especially the next generation. We are passionate about creating a church where kids, students, and young adults encounter Jesus in life-changing ways. If you have a heart for the next generation, you'll find a team here that shares that same burden and vision. We take what we do seriously—because the mission is too important not to—but we make sure we have joy in what we do as well. LifeSpring is more than a workplace; we're a family. We laugh hard, support each other, and walk through ministry and life together.

Excellence matters to us, not perfection. We strive to give God and others our very best, while embracing grace, growth, and real progress over performance. Collaboration is in our DNA; no one does ministry alone here. We believe we're better together.

And most of all, we care deeply about the health of our people and the culture we're building. We value faith, honesty, rest, hard work, accountability, and fun—because healthy leaders lead healthy ministries.

If you're looking to make a real impact, especially in the lives of the next generation, and want to be part of a team that's all in on Jesus, people, and each other—LifeSpring might be the place for you.